

*Ask the Experts:*

## **Straight Talk and Practical Advice On The ADA & FEHA Laws and The Impact On Law Enforcement Hiring And Training**

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**Paul Ramsey**, Chief Counsel for the California DFEH

**Shelley Spilberg**, Senior Personnel Selection Consultant, POST

Although the ADA and FEHA laws have been in effect for over 20 years, the impact of both continues to evolve, and interpretation is not always "black-and-white." POST has arranged an opportunity to ask questions of key representatives from the regulatory agencies authorized to enforce these laws.

**Sharon Rennert** develops policy interpretations of the ADA and has worked on every ADA policy guidance issued by the EEOC. Ms. Rennert was the key drafter of the EEOC's guidance on reasonable accommodation and specializes in providing employers with practical approaches to ADA compliance.

**Paul Ramsey**, is responsible for the administration and policy formulation of the DFEH legal program. Mr. Ramsey determines the overall scope and direction of the Department's litigation activities and participates in drafting legislation.

**Shelley Spilberg, Ph.D.**, in addition to her responsibilities in the creation of the POST Background Investigation, Oral Interview, Medical and Psychological Manuals, serves as the POST resident expert on disability legislation and its impact on law enforcement hiring and training.

Separate sessions will be conducted specifically for background investigators and for chiefs, sheriffs, and related management staff. A session for academy coordinators and directors will be included as part of the June Basic Academy Consortium meeting.

Attendees of the following sessions will receive five hours of CPT credit under POST Plan #NA (non-reimbursable). There is no charge to attend.

## **Session Dates and Locations**

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**Thursday, June 7**

1:00 p.m. – 5:00 p.m.

**Embassy Suites, South San Francisco**

CALEBI and No. California Background

Investigators

**Tuesday, June 12**

8:00 a.m. – 12:00 p.m.

**Neighborhood Activities Center at the**

**Chino Civic Center**

CBIA and So. California Background

Investigators

**Monday, June 11**

10:00 a.m. – 3:00 p.m.

**LAPD Training Center,**

**Westchester**

So. CA. Chiefs and Sheriffs: CPOA, CSSA,

CPCA, etc.

**Wednesday, June 13**

10:00 a.m. – 3:00 p.m.

**Sacramento Convention Center,**

**Downtown Sacramento**

No. CA. Chiefs and Sheriffs: CPOA, CSSA,

CPCA, etc.

**CLASS FULL**

**Each session will be conducted in a Q & A format.** Examples of questions addressed include:

*Can you exclude a disabled individual from attending the academy based on reasonable expert opinion that the individual cannot pass the firearms or other part of the curricula (or creates a risk to self or others by trying to do so)?*

*Must an accommodation be provided for an individual in training/testing if that same accommodation could not be provided on the job? If so, isn't it doing the individual a great disservice by leading him on?*

*What am I allowed to say/discuss if a candidate/trainee reveals a medical condition (at the pre-offer stage) and asks me to counsel him regarding his likelihood of succeeding in training? On the job?*

*What are the differences in legal requirements for accommodating affiliated and non-affiliated students?*

To ensure that the discussion meets your needs, please e-mail any questions, concerns, and/or issues you want addressed to **[Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov)**.

**NOTE: Space is limited. Please RSVP to [Mechelle.Schultz@post.ca.gov](mailto:Mechelle.Schultz@post.ca.gov)** to reserve a seat; indicate which session you will be attending.